

Life insurance, provided by UnumProvident, helps provide for your family's economic well-being in the event of your death. This benefit is paid to your designated beneficiary(ies).

Retired Municipal Teachers (RMTs) are eligible for basic life insurance only, in an amount determined by the city or town from which they retire. *See page 28 for details. Survivors, Elderly Governmental Retirees (EGRs), and COBRA enrollees are not eligible for basic or optional life insurance.*

Basic Life Insurance

The Commonwealth requires \$5,000 of Basic Life Insurance for most retirees who have health coverage through the GIC. Survivors, COBRA enrollees, and EGRs are not eligible.

Optional Life Insurance After Retirement (Retired State Employees Only)

Optional life insurance rates will decrease by an average of 25% for most optional life insurance participants as of July 1, 2004. *See page 27 for details.*

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At retirement, you should review the amount of your optional life insurance coverage and its cost to determine whether it makes economic sense for you to maintain it. Optional life insurance rates increase when you retire and continue to increase based on your age. If you have paid off your home and student loans, your tax advisor may recommend against optional life insurance in favor of a savings vehicle. You cannot increase your amount of life insurance after you retire. However, if you decrease coverage and then later want to increase up to the amount you carried as an active employee, you may do so with proof of good health acceptable to UnumProvident.

Optional Life Insurance Non-Smoker Benefit (Retired State Employees Only)

During annual enrollment, retired state employees who have been tobacco-free (*have not smoked cigarettes,*

cigars or pipes nor used snuff or chewing tobacco) for at least the past 12 months are eligible for reduced optional life insurance rates effective July 1, 2004. Request an enrollment form by writing to the GIC. You will be required to periodically re-certify your non-smoking status in order to qualify for the lower rates.

Accelerated Life Benefit (Retired State Employees and RMTs)

This benefit provision allows an insured to elect an advance payment of up to 75% of his or her life insurance death benefits if he or she has been diagnosed with a terminal illness. Insured employees are eligible for this benefit if the attending physician provides satisfactory evidence that the insured has a life expectancy of 12 months or less. The remaining balance is paid to the beneficiary at death. You must continue to pay the required monthly premium.

Accidental Death and Dismemberment Benefits (Retired State Employees and RMTs)

In the event you are injured or die as a result of an accident while insured for life insurance, there are benefits for the following losses:

- ▶ Life
- ▶ Hands, Feet, Eyes
- ▶ Speech and/or Hearing
- ▶ Thumb and Index Finger of the Same Hand
- ▶ Quadriplegia
- ▶ Paraplegia
- ▶ Hemiplegia
- ▶ Coma
- ▶ Paralysis
- ▶ Brain Damage
- ▶ Air Bag and Seat Belt benefits for loss of life in a car accident

Retired Municipal Teachers with Basic Life Insurance of \$1,000 do not have Accidental Death and Dismemberment benefits.

Life Insurance Questions?
Contact the GIC
1.617.727.2310 ext. 801
www.mass.gov/gic

LifeBalance® Benefit

All GIC enrollees have access to UnumProvident's LifeBalance® program. LifeBalance® is a one-stop resource that offers consultation, information, and personalized community referrals 24 hours a day, 7 days a week for you and your family members. You receive telephone and on-line access to assistance for such issues as stress, grief, marital concerns, home repairs, nutrition, legal matters, senior care options, Medicare information, and financial issues. Additionally, you have access to up to three face-to-face counseling sessions per year.

LifeBalance® Questions?
Contact LifeBalance®
1.800.854.1446
www.lifebalance.net
(password & ID: lifebalance)

GIC Retiree Dental Plan

Altus Dental Insurance Co., Inc. administers the GIC Retiree Dental Plan. The plan offers a fixed reimbursement for dental services, such as examinations, cleanings, fillings, crowns and dentures. As a member of this plan, you may go to the dentist of your choice. However, you will save money by visiting a participating provider. When you visit one of the over 1,000 Massachusetts network providers, your out-of-pocket expenses will generally be lower and Altus will pay the provider directly. If you go to a non-Altus dentist, Altus will reimburse you according to the scheduled allowance.

This is an entirely voluntary plan (*retiree-pay-all*) that provides GIC members with coverage at discounted group insurance rates through convenient pension deductions.

FY05 Benefit Enhancements

Effective July 1, 2004, monthly premiums will decrease by over 13%. *See page 27 for details.*

Additionally, the calendar year maximum benefit will increase from \$750 to \$850 per member. Reimbursement levels have also been increased, thereby reducing enrollees' potential out-of-pocket expenses.

Questions?
Contact Altus Dental
1.800.722.1148
www.altusdental.com

The following are examples of the reimbursements you would receive for dental procedures, reflecting increased allowances, effective July 1, 2004:

Maximum Annual Benefit of \$850 per Member Effective July 1, 2004	
Procedure Description	Allowance
Adult Cleaning	\$65
Complete X-Ray Series	\$87
Three-surface Silver Filling	\$74
Porcelain Crown (coverage after 6 months of participation)	\$372
Complete Upper Denture (coverage after 6 months of participation)	\$361

Enrollment

All GIC retirees, Retired Municipal Teachers (RMTs), Elderly Governmental Officials (EGRs), and survivors may join during annual enrollment, when COBRA dental coverage ends, or at retirement.

However, if you drop coverage after joining, you can never re-enroll in the plan. Participants will be eligible for Type III Dental Services (*major restorative treatment like crowns or dentures*) after six months of participation.

GIC Retiree Vision Discount Plan

The GIC Retiree Vision Discount Plan, provided by Davis Vision, offers considerable savings on a number of vision services and products. The plan is available at any of the over 14,000 participating Davis Vision providers throughout the United States. However, you must call Davis Vision before visiting the office in order to participate. The plan provides significant discounts on eye examinations, frames, spectacle lenses, and contact lenses. In addition, all eyeglasses purchased through the Retiree Vision Plan are covered by a two-year unconditional warranty against breakage at no additional cost.

Questions?
Contact Davis Vision
1.800.783.3594
www.davisvision.com

Health Insurance Buy-Out Option

If you were insured with the GIC on June 1, 1993, and have been continuously covered by a GIC health plan, you may buy out your health plan coverage during annual enrollment. You must have other non-state health insurance coverage that is comparable to the health insurance you now receive through the Group Insurance Commission. Under the buy-out plan, eligible retirees may choose to receive monthly payments in lieu of health insurance benefits for one 12-month period of time. The amount of payment depends on your health plan.

Questions?
Contact the GIC
1.617.727.2310
www.mass.gov/gic